

March 5, 1974

not to bring this to the floor of the legislature.

PRESIDENT: Senator Marvel.

SENATOR MARVEL: I rise in objection to raising the bill. I have discussed this with Senator Keyes and I think that it was yesterday and I would like to give you a couple of points most of which have been covered by Senator Whitney. We had a hot discussion in the appropriations committee and this was not decided in one meeting or one discussion. We made a decision and then we decided to upgrade that decision. Now we don't have a very hot pay plan, and it needs a lot of improvement and it needs so much improvement that 30 days after the pay plan took effect there was an order out of the executive branch that in effect there was so much complaining on the part of employees that the Governor directed the personnel department to up-grade as many career employees as possible. He failed to identify who career employees were. This is what we did. I repeat what Senator Whitney said, that we have recommended for your approval a one step increase for everybody which is 5%. This tends to benefit the upper income or upper level employees. Those who receive several thousand dollars in salary. We did not at the same time overlook the lower paid employees because we recommended \$300 increase. Then as Senator Whitney indicated to give the department administrators some flexibility they have no choice in the 5% or \$300. We also gave them a half a percent increase of the total personnel services in that department so that they can add or recommend for approval additional merit increases. Now really this according to any figures that I have seen gives more than the leaders of the employees had been willing to agree too. I think that we ought to try this for a year and then if this doesn't work

(end belt #6)